

THE CIVILIAN

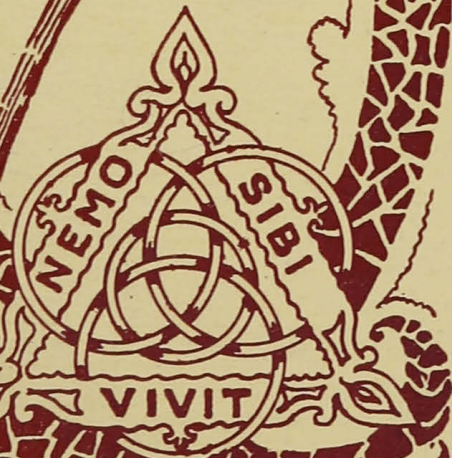
A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

FEATURES

A Friend of the Civil Service.
The Roll of Honour.
Our Dead and Wounded.
Editorials—Enlistments, etc.
Civil Service Association of Ottawa.
Montreal Postal Clerk Wins Coveted Honors.
Correspondence.
Personals.
The Postal Journal.

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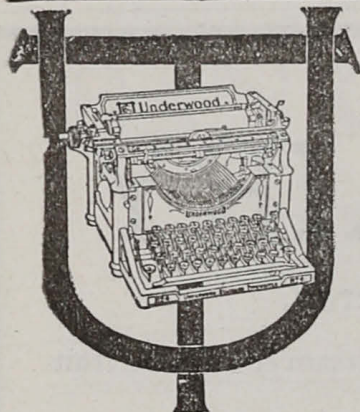
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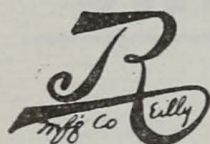
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THE CIVILIAN

VOL. VIII.

NOVEMBER 26, 1915.

No. 16

A FRIEND OF THE CIVIL SERVICE.

Commissioner LaRochelle's Memorandum to the Secretary of State.

The Civilian is privileged to lay before the civil servants of Canada, in the memorandum of Commissioner LaRochelle, one of the most important documents in connection with Civil Service affairs that has ever been made public. For seven years Dr. LaRochelle has been giving Civil Service problems constant and conscientious study and his memorandum expresses the opinions of one who has viewed the situation from all angles and whose judgment is formed with due regard to efficiency, economy and humanity.

MEMORANDUM

Concerning Our System of Appointment and Promotion in the Inside Service.

The Honourable the Secretary of State calls the attention of the Civil Service Commissioners to numerous complaints received by him as to the difficult nature of the examination for promotion from the third division.

I must confess that our present system of recruiting the service is far from being perfect, but it is more a question of organization (or classification) than a question of examination. The imperfection of our present system of examination is a consequence of the imperfection of our present system of organization or classification.

These complaints come from two distinct groups of third division clerks: (1) from those who have entered the third division under the operation of the new Civil Service Act, and (2) from the old civil servants who were automatically classified in the third division upon the coming into force of this Act in September, 1908.

So far as the first group is concerned, I am to state that the question raised is not one of *examination for promotion* to the second division, but one of *examination for appointment* to this division. They all know this, for the very simple reason that our law decrees that none of them can secure a position in the second division unless he successfully competes for it. In fact, there is, normally, no promotion from the third to the second division.

As to the second group, the law provides for an exception in favour of such of them as had passed the qualifying or promotion examination required by the old Act, when they were automatically classified in the third division in September, 1908. And I will favourably refer to that exception in a distinct and supplementary memo. But, in regard to such of them as had never passed any examination, and who accidentally became permanent through the mere coming into force of the new Act, there is no exception in their favour; they have to submit to the rule.

I might perhaps limit my remarks to the above-mentioned exception; but I am inclined to believe that the question raised by the Honourable the Secretary of State has a larger scope, that it refers without distinction to all the

clerks of the third division. In fact, it involves our general system of recruiting the service.

Furthermore, *I wish immediately to state that*, in order to create no confusion, I will take no account of the *technical officers*, who are recruited through special tests, nor of the *employees of the lower grades*, who have not to pass the competitive examinations. In fact, the new Civil Service Bill, actually before Parliament, places them in distinct and separate classes.

ORIGIN OF THE DIFFICULTIES.

I have no hesitation in stating that the original cause of the present uneasiness is a transgression of the Civil Service Act by the Heads of the Departments, that is to say an excessive number of appointments in the second division.

In other words, the heads of the departments, instead of limiting to 10/100 the number of appointments in the second division, which is the right proportion, raise it, as a rule, to nearly 50/100.

According to the Act, not more than 10/100 of the Civil Service recruits should be placed in the second division, which is our junior administrative group. On the other hand, 90/100 of them should be placed in the third division, to do all the routine and clerical work.

So that if the Act was not so transgressed, about 90/100 of the Civil Service recruits—always excluding technical officers and the lower grades—would merely have to pass the third division examination, which requires a commercial instruction. And only 10/100 would have to pass our higher examination, which partially requires a classical or university education.

But I have no doubt that the object of the Heads of the Departments in doing so, is simply to overcome the difficulty created by the inadequacy of the scale of salary of the third division. There can be no other reason.

The present scale of salary of the third division makes of it an undesirable career. If it were raised to, say \$600 to \$1,800, as provided for by the new Civil Service Bill, actually before Parliament, such increase would practically mean the end of the difficulties.

So that, in my opinion, the cause of the present uneasiness is not a question of examination, but one of defective organization, of wrong and illegal classification of the service; by the Heads of the Departments.

I will now try to illustrate the above propositions.

A PROPER ORGANIZATION OR CLASSIFICATION.

CONDITIONS AS THEY SHOULD BE IN THE INSIDE SERVICE.

According to section 5, which is the organic section of our Civil Service Act, there should be, in our inside service, two distinct and separate groups:

(1) The administrative group, exclusively composed of the senior and junior administrative officers, and strictly confined to our first and second divisions, and

(2) The mass of clerks assigned to routine and clerical work, to be entirely confined to the third division.

The first group should not represent more than 10/100 of the service, and be recruited through our higher examination, which partially requires a classical or university education. The second group should comprise about 90/100 of the service, and be recruited through the ordinary examination, which merely requires a commercial instruction.

As an illustration of that fact, I will, before going any further, quote the

Department of Customs. According to a statement furnished to me by the Commissioner of Customs on 11th June, 1912, there were twenty-three administrative officers, and 159 clerks assigned to routine and clerical work. This means that, there, the administrative group is representing about 10/100 of the service. And it is the same thing in all the other departments.

There should be a deep line of demarcation between these two groups. As in the British Service they should constitute two distinct and separate careers, one for young men possessing a higher education, and the other for those possessing only a commercial education. So that when a young man enters our third division, he should understand that, unless he is able to successfully compete for the second division, he enters it for life.

It is for that reason that our law provides that no third division clerk can secure a position in the second division, unless he successfully competes for it. There is only one exception to that rule, and it is of a temporary character: it is in regard to the old civil servants who were automatically classified in the third division upon the coming into force of the new Act (par. 2, section 26).

Therefore, the Heads of the Departments should never place anyone in the second division unless it is to discharge the duties of a real junior administrative position. They should never place anyone there to do mere routine and clerical work, as has been the practice in the past. On the other hand, they should invariably see that the clerks assigned to routine and clerical work be placed, without one single exception, in the third division.

In other words, the Heads of the Departments should—when they are requested, every six months, by the Civil Service Commissioners, to furnish them with the number of positions to be filled in each of these two divisions—be extremely careful to strictly limit their demands for the second division to the actual requirements.

The natural consequence of such a prudent process would be that about 10/100 only of the Civil Service recruits would be held to pass our higher examination, and that all the rest, about 90/100, would only have to pass the ordinary examination. In my opinion, this would mean the end of all complaints in connection with the nature of the examination.

But, in order to secure that result, it is expedient, if not necessary, to make of the third division a more desirable career, by raising its maximum salary to, say, \$1,800, as it is provided by the new Civil Service Bill, actually before Parliament.

Just now, the supreme ambition of the clerks of the third division is, soon after their appointment to office, to leave it, to enter the second division, for the sole purpose of securing a better scale of salary, a better future. It is only natural.

Through that increase of their maximum salary, these officials would become satisfied with their prospects and they would not only think of entering the second division. And the higher examination would not stand in their way; they would have no occasion to denounce it.

A maximum salary of \$1,800, to be attained through successive promotions within the third division, should be satisfactory for young men possessing only a commercial education. In trade and commerce, clerks doing routine and clerical work, do not get a better scale of salary.

Anyway, such of these as would not be satisfied, might simply be invited to leave the service, and they could very easily be replaced through the competitive examination.

(To be concluded.)

The Roll of Honour.

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OUR DEAD AND WOUNDED.

MAJOR A. E. DUBUC.

Major Arthur Eugene Dubuc, 22nd Battalion, C.E.F., wounded on November 2nd, is resident engineer of the Department of Public Works in Montreal. He is thirty-five years of age, a graduate of the Military School in Halifax, has been an officer of the Canadian Militia since 1908 and is unmarried.

R. CARDEW.

Notification has been received that R. Cardew, employed in the Outside Service by the Department of Militia and Defence, at Quebec, was killed in action on February 16th. No further particulars are available.

A. D. ANDERSON.

The casualty list published on November 18th contained the name of Sapper A. Anderson, 5th Field Company, Divisional Engineers, wounded. Archibald Dickie Anderson is an architect in the employ of the Department of Public Works. He was born in Scotland in 1883 and entered the Canadian Civil Service in 1913. He left Ottawa in August last. His wound is in the thigh.

WAR PERSONALS.

Lieutenant Athol Stewart, 29th Battalion, son of Douglas Stewart, of the Department of Justice, has been wounded.

Sergt.-Major E. J. McCleery, of the Army Medical Corps, in civil life an official of the Post Office Department, has returned home on sick leave.

Corporal R. O. Spreckley of No. 1 Canadian Field Ambulance is news editor of one of those exceedingly humorous "newspapers" published by soldiers at the front to vary the monotony and relieve the gloom of their days. This particular publication is issued by the men of the unit

and bears the suggestive title of "The Iodine Chronicle." On his return to Ottawa, Corp. Spreckley will be tendered the responsible position of special correspondent of *The Civilian* in the Topographical Surveys Branch.

Capt. K. A. Murray, Canadian Postal Corps, has been appointed assistant director of the army postal service. He is a London railway mail clerk and went over with the Postal Detail of the First Division, C.E.F.

Corp. W. A. Hawkins, 19th Battalion, King's prizeman, wounded, is in hospital at Nottingham, England.

HOME FROM THE WAR.

Hundreds of sick and wounded Canadians are home from the war. There may be civil servants among them. *The Civilian* wants news of "our boys." Correspondents and subscribers are requested to send in *at once* any information they may have regarding the welfare of Civil Service soldiers who have returned home or who remain, ill or wounded, in Europe.

THE NEW ORDER.

By the terms of an order-in-council dating from November 1st, it is provided that only those civil servants who occupy positions which do not have to be filled in their absence will be given leave to join the Canadian Expeditionary Forces, while, in regard to pay, whatever they receive as soldiers will be deducted from their Civil Service salaries. In any case, leave under these conditions will be allowed only to those who were in the service at the beginning of the war.

Right or wrong, win or lose, keep out vindictiveness or its acid will eat away your very soul.

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THE CIVILIAN, P. O. Box 484, Ottawa.

Ottawa, Nov. 26, 1915.

THE NATIONAL DUTY.

Paris, Nov. 23.—When the Kaiser reaches Constantinople he will propose terms, but he won't try to impose them. He will halt midway between Riga and Bagdad to say to France, England, Russia, Italy and Belgium not "this is what I want," but "will it suit you?"

Our reply to the Kaiser will be: "No, we do not want your peace terms. We never shall accept them.

"Your people are beginning to feel that, despite appearances, we have a decisive superiority over you, that we can endure indefinitely. We shall continue till we break your resistance, because something within us tells us we shall get you in the end."

—T. Clemenceau.

London, Nov. 23.—"If public confidence remains staunch I have no more fear of a German conquest of Europe than of a German conquest of Mars. I am far more afraid of Germany's real weakness than of Germany's apparent strength.

"It is to be feared that peace proposals will soon be forthcoming. The Germans know well that in three or six months' time the tide must turn. It is certain that they want to take advantage of the time when they are at the top of the tide. We must be prepared for peace proposals, for a false settlement and a treacherous peace."

—Jno. L. Garvin.

OUR BOYS

Previously reported:

Dead	34
Wounded	57
Prisoners	5

DEAD.

R. CARDEW.

WOUNDED.

MAJOR ARTHUR E. DUBUC.

A. D. ANDERSON.

ENLISTMENTS.

Announcement of the change of conditions as to salary and pay under which civil servants will hereafter be allowed to enlist in the overseas forces will have small effect on the recruiting from the Civil Service. Our young men do not go to fight for money. A higher, nobler inspiration impels them to exchange the office for the barracks, the camp or the trench. Nevertheless, the new order will have some effect. The civil servant who is supporting a family on a small salary will hesitate to reduce their income by the amount which practically every man finds it necessary to spend on personal comforts in order to modify the crudities of life in the army. The new order reduces the possibility of such men enlisting in any numbers, but it should not, and will not, deter from enlistment the independent, unmarried men who are at all worth having in the army. Enlistments from the Civil Service are likely to show a marked decline soon, but not because of this change in financial arrange-

ments. From all over the Dominion come protests of postmasters, collectors of customs and inland revenue and other officials that their staffs are being depleted and efficiency impaired by the number of enlistments. In view of these protests and of the instructions of the new order-in-council, permissions for enlistment are likely to be much more restricted in future.

THE PROPAGANDA OF PLUNDER.

The movement to ruin the efficiency, organization and economy of the Civil Service in order to appease the jingoes and side-step the military pension problem goes gaily on. Here is an editorial from the Niagara Falls Review:

For a good many years there has been a growing feeling among men of all stripes of politics that the extension of Civil Service practice to all appointments—outside and in—would be a distinct advance over the present system of appointment for party loyalty only. This change, it is felt, would give us a better qualified set of men and would remove a barrel of annoyance from the shoulders of the local member.

This is the sentiment, we believe, but that sentiment does not find vigorous expression, and so the old system goes on.

But the war is likely to make a change here, too. There is a problem before the Government and municipalities now of providing work for returned soldiers—men, mayhap, who are quite capable of doing certain work, but who for one reason or another cannot fight. These partially disabled men must be taken care of, and E. H. Scammell, Secretary of the Military Hospitals Commission, has, on the advice of many leaders in Canada, drafted suggestions for taking care of all returned soldiers.

One of these suggestions may have a vital influence on Government and municipal appointments in the immediate future.

The suggestion is "that all Dominion and Provincial Government and municipal positions, as they fall vacant, be filled only by partially disabled men, if they are capable of doing the work required."

Public sentiment will back this suggestion, and if it becomes a reality there will be a change in the system of appointing.

Politics cannot have any influence in cases of this sort.

The first two paragraphs of the above quotation are excellent, and *The Civilian* will not object to any part of it nor to the principle it advocates if the clause "*if they are capable of doing the work required*" is strictly and invariably lived up to. In any case, the admission of large numbers of broken soldiers to the Civil Service would develop problems of internal management likely to shorten the days of executive officials and to so choke the channels of ordinary promotion that no young civilian of ability and ambition would think of entering the Service; but if such admission were rigidly restricted to men fully capable, physically, mentally and educationally, of filling the positions to which they were appointed, many more serious dangers of the innovation would be avoided. Invalided soldiers are now returning to Canada in large numbers and many are seeking employment. It would not be surprising if some proposition to open the Civil Service to them were made during the approaching session of Parliament. The organized Civil Service of Canada and all friends of the merit system and of Civil Service reform must stand on guard against this very real and very near danger.

SELF-HELP.

There are many points in the report of the Civil Service Association of Ottawa, presented and approved on the 16th instant, which tempt the editorial pen. But space is limited, and opportunity may be found in later issues to emphasize the points that need to be dealt with.

But a word may be printed here to point out to what an extent the spirit of co-operation in practical affairs is

growing amongst the best class of the Civil Service.

The increase in the number of those who seek the Government life insurance, established for the benefit of the Service, is most gratifying,—530 policies in the year, making a total of over 1,700 now in force. This is really a co-operative work, for without the campaign which the Association has carried on with such spirit and determination the thing never could have been accomplished.

The Civil Service Co-operative Supply Association and the Civil Service Savings and Loan Society have just closed the best year of their experience, and each is going stronger than ever. When we contrast what actually exists with the fears and expectations of the more timid or more pessimistic souls in the Service, there is cause for congratulation and renewed courage.

The Civil Service and Post Office Department Mutual Benefit Associations are increasing in membership and have every prospect of greater growth in the future.

Little by little civil servants are coming to realize the tremendous strength of their position and the power for good to each that may be developed by the united action of all.

WELL-EARNED APPROVAL.

The unanimous re-election of the officers of the Civil Service Association of Ottawa is a tribute to the gentlemen thus endorsed which has been earned by a year of as faithful service as any organization could desire. The Association honours and benefits itself by keeping intact as the framework of its organization those officers who have proven themselves so worthy of trust.

Especially at this time is it well to avoid change. That we are in a period of transition in Civil Service affairs cannot be doubted. The Civil Service

of Canada must undergo some changes in order to face the changed condition of affairs throughout the world which, as all authorities agree, must be the outcome of the present war. Besides, there are pending changes of the utmost importance, consideration of which has been postponed declaredly because the public is not now able to concentrate attention upon domestic problems when such great questions of international relations are being hammered out in the mighty workshop of armed conflict.

This is a time to "sit tight." Fortunately for themselves and for the Civil Service as a whole, the Ottawa civil servants have as their leaders a body of officers who will keep the organization intact and at its highest efficiency, in readiness for the new conditions that are to arise.

The Civilian welcomes to its exchange list Vol. 1, No. 1, of "The Naval Volunteer," being the monthly organ of the Royal Naval Canadian Volunteers Reserve, Pacific Division, Esquimalt, British Columbia. We wish this youngest member of the family of Civil Service organs of the Empire, "Long Life and Prosperity."

TORONTO CUSTOMS.

Christmas is almost here again, and in order to provide the boys of the Toronto Customs staff now at the front with a little Christmas cheer, a subscription was taken up recently. To the credit of the staff, the handsome sum of \$80 was subscribed in a few hours. A large box of good things has been sent to the following members of the staff now on active service: H. J. Hall, H. E. Ball, T. D. Elson, A. W. Hawkins, W. Robinson, H. McClelland, J. H. Graham, C. P. Larcombe, J. H. Shone, W. G. Burns, A. W. Ellis and R. McAllister.

On Friday of this week another of our staff will go overseas. Thomas McKennell will leave for Serbia to join the Army Service Corps. There are several more to follow. Their names have already appeared in the Honour Roll of *The Civilian*.

Civil Service Association of Ottawa.

Annual Report of the Executive, 1914-1915.

To the Members of the Civil Service Association of Ottawa:

On behalf of the Executive of the Association, the undersigned beg leave to present the following resumé of their proceedings during the Association year ended October 31st, 1915.

Twenty-two meetings of the Executive have been held, compared with twenty-five last year, of which nineteen were regular bi-monthly meetings, and three special meetings.

The average attendance at these meetings was nineteen.

Attention is directed to the following table showing the attendance of the individual members of the Executive. In this connection it is suggested that provision should be made by Advisory Boards for carrying out section 21 of the Constitution whereby, "In the absence of a representative, or when any special case may arise, a member of an Advisory Board may act for a Departmental representative upon the Executive Committee."

Name.	Department.	No. of Meetings Attended.	
		In Person.	By Proxy.
Mr. Todd	President	21	—
Mr. Coats	Vice-President	7	—
Mr. Drake	Vice-President	11	—
Mr. O'Connor	Secretary	22	—
Mr. Baudry	Treasurer	11	—
Mr. Paré	Past-President	1	—
Mr. Billings	Public Works	13	—
Mr. Birtch	Trade and Commerce	13	4
Mr. Boivin	House of Commons	17	—
Mr. Burke	Privy Council	3	—
Miss Darcey	Women's Branch	10	1
Mr. Dick	Conservation Commission	—	—
Mr. Dorman	Failways and Canals	3	—
Miss Doyle	Women's Branch	5	8
Mr. Doyle	Customs	12	4
Mr. Evans	Inland Revenue	17	—
Mr. Foisy	R.N.W.M. Police	2	—
Mr. Grierson	Finance	5	3
Mr. Jones	Senate	17	—
Mr. Kemp	Customs	8	—
Mr. Lindsay	Auditor General	11	1
Mr. Lisle	Naval Service	—	14
Miss Millar	Post Office	5	—
Mr. MacCormac	Library of Parliament	18	—
Mr. McFarlane (broken period)	Interior	5	—
Mr. McClenaghan	Marine	11	7
Mr. McInnes	Indian Affairs	10	—
Mr. O'Connor	Post Office	6	—
Mr. Plant	Labour	12	4
Mr. Renaud	Public Printing	12	—
Miss Reynolds	Women's Branch	10	—
Mr. Robillard	Public Works	16	—
Mr. Sheppard	Interior	8	—
Mr. Smith	Post Office	5	—
Mr. Shutt	Agriculture	7	—
Mr. Spence	Interior	15	—
Mr. Tremblay	Justice	2	4
Mr. Warwick	Insurance	3	1
Mr. White	Militia and Defence	6	—

Eleven standing sub-committees were appointed at the beginning of the year as follows: Audit; Superannuation Bill; The Civil Service Bill; Third Division; Re-organization; Sanitation; Insurance; Co-operation; Membership and Representation; Publicity; Constitution.

The membership for the year was 2,376, as against 2,636 last year.

The Departments of Archives, Civil Service Commission, External Affairs, Mines, and Secretary of State are still without representation on the Executive, though they have joined with the Association in some of its activities. It is to be hoped that during the coming year they will elect representatives, and take full part in the work of the Executive.

In the early part of the year, before perhaps a full realization of the effects of the war was brought home to us, hope was entertained that Civil Service legislation would be proceeded with. When, however, it was finally decided by the Government as announced in February last that the legislation pending would not be proceeded with, the Executive loyally accepted the decision and set itself to carry on such work as could be dealt with. Study of the Superannuation Bill No. 229 and the Civil Service Bill No. 217 was continued.

The main questions dealt with were: the movement initiated by the Women's Branch Association, in collecting for beds for the Cliveden Hospital, mentioned in another part of this report; the collection of Oct. 21st, Trafalgar Day, for the British Red Cross, and the Order of St. John of Jerusalem; the Patriotic Fund; the advisability of opening a subscription for machine guns; the Provincial War Tax on Civil Servants' incomes. Representatives were appointed on the Board of Trade Municipal Committee, and representation on the local Distribution Committee of the Patriotic Fund was given to the Association.

During the year three changes took place in the officers of the Association, the positions being filled by resolution of the Executive as provided by the Constitution.

PATRIOTIC FUND.

The subscription of one day's pay made by the Service to the Patriotic Fund, under the lead of this Association, was completed during the year. The total contribution from the Inside Service was \$13,435.07 from 3,740 civil servants. A further sum of approximately \$75,000 was contributed by the Service outside of Ottawa, largely through the efforts of the Civil Service Federation. In the latter case subscriptions continue to come in as several organizations and many individuals have felt able to make a monthly or quarterly contribution.

As directed by the Annual Convention last year, the Executive have considered the advisability of asking the Service to make a further contribution to the Patriotic Fund and are now only awaiting the appeal from the National Executive of the Fund for further public subscriptions before taking final steps in the matter.

The Executive during the year investigated several alleged causes of complaint against the distribution of the Patriotic Fund and is pleased to say that in no instance was the complaint justified. The local committee has offered to allow us to investigate any further complaints that may arise and to aid and assist us in so doing. Mr. Walter Todd, President of the Association, was added to the distribution committee of the local organization, at the suggestion of Sir Henry Egan, local chairman.

CLIVEDEN HOSPITAL.

Early in April, when apprised that the Women's Branch intended to canvass the Service to provide beds for the Cliveden Hospital, the Executive approved of the work and issued a Bulletin to the Service asking for their co-operation and support.

When the canvass was completed in July the sum of \$2,602.39 had been collected, of which \$450 for nine beds had been sent direct to the Red Cross, but it was found that the beds for Cliveden Hospital were already over-subscribed. Under the circumstances the Women's Branch, at the request of the Red Cross authorities, turned the money over to the Red Cross for the purchase of a motor ambulance which was urgently needed at that time. While it may be regretted that the money subscribed could not be used for the purchase of beds for which it was collected, it was fortunate it could be used for such a laudable purpose.

TRAFALGAR DAY COLLECTION.

At the request of the local committee charged with the collecting of funds for the joint committee of the British Red Cross and the Order of Saint John of Jerusalem, the Executive undertook to canvass the Inside Service on October 21st, Trafalgar Day. The request was only made on the 18th, but in spite of the short time at their disposal

the sum of \$2,891.31 was collected by the Executive, while the amount sent forward in individual subscriptions was \$976.50, making a total contribution of \$3,867.81 from the Service. This total, it must be remembered, does not include the amounts given on the street, or the amounts contributed by the families of civil servants. Under the circumstances this may be considered very satisfactory.

CIVIL SERVICE LEGISLATION.

As already mentioned the hope was entertained in the early part of the year that the bills brought down during the session of 1914 might be proceeded with in the then pending session. In the peculiar conditions brought about by the war, however, it was unanimously decided it would be to the interests of the Service for the Executive not to take any initiative in urging the Government to proceed with these measures, but to leave the matter entirely to their discretion.

While the decision of the Government not to proceed with the bills at the present time, naturally caused considerable disappointment, it was nevertheless loyally accepted, and the opportunity was taken advantage of by the Executive to further study the measures.

Full reports on the Superannuation Bill have already been published in *The Civilian*: the first report as adopted by the Civil Service Federation in the issue of January 22nd, 1915, pp. 600-607, and a second report, submitting an alternative scheme of an optional character which in the opinion of the Executive would make more adequate provision than the White Bill for those now in the Service who were employed for many years in a temporary capacity and would also provide for the very large number (some 14,000) in the Outside Service who are not covered by the provisions of the White Bill. This report will be found in *The Civilian* of July 9th, 1915, p. 141.

The Civil Service Bill (No. 217) has been closely studied by a special sub-committee, which has just presented a comprehensive report embodying many proposed amendments, the more important of which make suggestions for the increase of the Civil Service Commission to three members and the enlargement of their powers; for a thorough reorganization and reclassification of the Service by a special commission, and for an improved method of supervising promotions. This report will no doubt be taken into consideration by the incoming Executive at an early date.

PROVINCIAL WAR TAX.

When the Ontario Legislature imposed a war tax of one mill on all assessable property and it was announced that the salaries of Dominion civil servants would be specially assessed for this purpose, a sub-committee was appointed to consider what action should be taken.

After mature consideration it was decided that while in the opinion of the Executive the tax is entirely unconstitutional, especially in view of recent judicial decisions in the Morson case, it would be inadvisable at the present time to refuse to pay a "war tax"; they therefore contented themselves with making the suggestion that civil servants, when paying the tax, should do so under protest on the ground of its being unconstitutional. This course is advised in order that these payments may not be cited as precedents against the Service. The officers of the Association have, under instructions from the Executive, filed at the City Hall a formal protest against the imposition of this tax on the salaries of Dominion civil servants.

THIRD DIVISION.

The Executive has maintained the position taken by former Executives on this important question, and regrets that no material advance has been made in alleviating the unfortunate position in which many find themselves through the Government and the Civil Service Commission maintaining their position on this point.

While the adoption of the suggested amendments on this subject in the Civil Service Bill would entirely remove this cause of heartburn, nevertheless this matter should in the meantime occupy the attention of the incoming Executive; and if at any time they should have an opportunity of approaching the Government on Civil Service questions it should be urged with all possible force in order that the rights of those in the Third Division may be restored to them.

INSURANCE.

A very gratifying increase in the amount of insurance carried under the Civil Service Insurance Act, has been effected during the year. The long campaign of edu-

cation pursued by this Association in conjunction with the Federation for some years back is now bearing fruit as may be observed from the following figures:

The number of policies now in force is more than 1,700, an increase of 530 during the year, representing an insurance of about \$4,000,000, an increase of approximately \$1,800,000 during the year.

As recommended in last year's report the Executive has endeavoured to have each new member of the Service informed as soon as possible of the benefits to be derived from a policy in this insurance. The same course should be continued in the future, as this is the only means whereby the information can be disseminated.

SANITATION.

The scarcity of complaints on the subject of Sanitation during the year would indicate that conditions more satisfactory than for some years past now prevail. This important matter should, however, continue to engage the attention of the Executive in order that any complaints may be quickly brought to the attention of the Department in charge.

CONSTITUTION.

Your Executive have no changes to suggest in the Constitution this year. While in some respects the Constitution does not appear to work satisfactorily, this may possibly be attributed more to a lack of enthusiasm in certain parts of the Service than to any inherent defects in the Constitution itself.

CIVIL SERVICE ORGANIZATIONS.

The progress made by sister organizations in the Service during the year has caused much satisfaction to your Executive and reflects credit upon their officers and members.

The Civil Service Co-operative Supply Association shows a steady increase in business and has further improved its financial position by adding all the profits of the last year to the reserve, and by increasing the debenture issue. A wholesale department has been added which should prove of great benefit to the members by increasing their profits and to the Supply Association by attracting new members.

The Civil Service Savings and Loan Society has had the most successful year in its history, and is proving a boon to civil servants as well as a credit to its officers and members.

The Civil Service Mutual Benefit Association and the Post Office Department Mutual Benefit Association have shown an increase in membership under their new constitutions, and have every evidence of a healthy and normal growth.

The Civil Service Club has been adversely affected to a greater extent than its sister Associations by the war, as members to the number of 21 are being carried free while on active service.

The Civilian, as in the past, has endeavoured to fill the need for a Civil Service Journal. It deserves a greater support than has been granted by the Inside Service in the past.

The Executive would suggest to the members of the Service that they take a greater interest in these organizations for the credit of the Service and their own profit. The Secretary of the Association, or the Departmental Representatives, can always aid members, especially new members, to obtain information concerning any of the activities within the Service.

In conclusion, it should be borne in mind that the outline of the work of the Executive as embodied in this report covers only the more important matters dealt with during the year. The Executive has at all times endeavoured to ascertain and carry out the wishes of the Service; and if the results achieved are not all that might be desired the fact must not be overlooked that circumstances and conditions over which they have no control are frequently potent factors in preventing the accomplishment of many of their undertakings. In the meantime patience and perseverance should be our watchword, that we may be of the greatest assistance in the cause we all have at heart.

All of which is respectfully submitted.

WALTER TODD,
President.

J. C. O'CONNOR,
Secretary.

Statement of Receipts and Expenditure of the Civil Service Association of Ottawa for the Year Ending October 31st, 1915.

RECEIPTS.

Balance from 1913-14—Cash in Bank	\$ 23 70
Civil Service Savings & Loan Society acct.	757 93

Fees, 1914-15—Agriculture	39 members	\$ 9 75	
Archives	8	2 00	
Auditor General	81	20 25	
Conservation Commission	17	4 25	
Customs	241	60 25	
Finance	41	10 25	
House of Commons	60	15 00	
Indian Affairs	45	11 25	
Inland Revenue	55	13 75	
Insurance	17	4 25	
Interior	529	132 25	
Justice	21	5 25	
Labour	23	5 75	
Library of Parliament	13	3 25	
Marine	84	21 00	
Militia and Defence	110	27 50	
Mines	25	6 25	
Naval Service	80	20 00	
Post Office	433	108 25	
Privy Council	9	2 25	
Public Printing & Stationery	39	9 75	
Public Works	247	61 75	
Railways and Canals	53	13 25	
R.N.W.M. Police	9	2 25	
Secretary of State	8	2 00	
Senate	32	8 00	
Trade and Commerce	57	14 25	
	2,376	594 00	594 00
Interest, Civil Service Savings & Loan Society		30 82	
“ Bank		2 99	33 81
			\$1,409 44

EXPENDITURES.

Arrears, accounts of 1913-14		\$ 9 25	
Honorarium to Secretary	200 00		
Clerical assistance	82 00		
Civil Service Club, rent of room	75 00		
Printing and Stationery	109 75		
Rent of Hall	5 00		
To proportion cost Insurance publicity, year 1913-14	30 00		
Sundry expenses	25 50		
	\$527 25	527 25	
Balance—Cash in Bank		84 19	
Civil Service Savings & Loan Society Account		788 75	
			\$1,409 44

Audited and certified correct.

G. A. LINDSAY,
N. B. SHEPPARD,
Auditors.

C. BAUDRY,
Treasurer.

Ottawa, 3rd November, 1915.

AUDITORS' REPORT.

Ottawa, November 16th, 1915.

Gentlemen,—

We beg to submit herewith the statement of the receipts and expenditure for the past year, and report that the books have been properly kept, the vouchers for expenditure shown and the balance to the credit of the Association is as recorded there.

G. A. LINDSAY,
N. B. SHEPPARD,
Auditors.

The President and Executive Committee,
Civil Service Association.

EMPLOYE DES POSTES DE MONTREAL DECORE.

N'avoir que vingt ans et être décoré de la médaille militaire, cet insigne que les plus grands généraux se font une gloire d'obtenir et un honneur de porter, avoir aussi sur sa tunique la croix de guerre avec palmes, et être cité à l'ordre du jour, non d'un régiment, mais de toute l'armée, voilà l'insigne honneur qui vient d'échoir au jeune René Bourgeois, employé des postes de Montréal.

Le jeune Bourgeois, qui n'est âgé que de vingt ans, est fils d'un père français et d'une mère canadienne-française. Engagé volontaire à la Légion Etrangère, René Bourgeois s'est plus que distingué sur les champs de bataille de cette France qu'il s'était empressé d'aller défendre quoique n'y étant pas militairement obligé. Voici le récit bien modeste que fait lui-même le jeune héros, dans une lettre adressée à son père :

“J'ai été cité à l'ordre du jour de l'armée, et décoré sur le champ de bataille de la médaille militaire et de la croix de guerre avec palmes, par deux généraux, et entouré de mon colonel et d'autres officiers supérieurs, pour avoir été, en plein jour, reconnaître des positions allemandes et rapporté des renseignements utiles. En revenant, ayant aperçu un blessé de chez nous qui était là depuis deux jours, j'ai d'abord été rendre compte de ma mission, puis je suis revenu chercher mon blessé sous le feu des mitrailleuses allemandes qui, heureusement, ne m'ont pas atteint. Le blessé était en terrain découvert, entre les tranchées allemandes et les nôtres, et j'ai pris une heure pour le ramener.”

Par ailleurs, nous apprenons que ce n'est qu'au risque de sa vie, vingt fois en danger, que le jeune Bourgeois a pu, d'abord, accomplir la mission de reconnaissance qui lui avait été confiée, puis retourner chercher le blessé qu'il avait reconstruit, pris dans un enchevêtrement de fils barbelés, et le ramener aux tranchées françaises.

A noter, en passant, l'intelligence dont fait preuve ce jeune homme qui juge qu'il lui faut d'abord rendre

compte de sa mission, puis le courageux sang-froid avec lequel il revient ensuite dégager son blessé et le traîne, en rampant, sous la mitraille, jusque parmi les siens.



RENE BOURGEOIS.

Avant ce brillant exploit, le jeune Bourgeois avait déjà gagné ses galons de sergent sur le champ de bataille.

MONTREAL POSTAL CLERK WINS COVETED HONORS.

To be but twenty years of age and to be awarded the military medal—is the signal honour which has just come to young René Bourgeois, an employee of the Montreal Post Office.

Mr. Bourgeois, who is but twenty years old, is the son of a Frenchman residing in Montreal, and of a French-Canadian mother. Enlisted as a volunteer in the “Legion Etrangère,” young Bourgeois has more than distinguished himself on the battlefields of his father's mother country, to whose assistance he had gone, though

under no military obligations. Following is the simple account of his own deeds which the young man gives to his father, in a letter recently received by him:

"I have been mentioned in the order of the day of the army and decorated on the battlefield with the 'Médaille militaire' and the 'croix de guerre' with palms by two generals and surrounded by my colonel and other superior officers, for having gone, in broad daylight, to reconnoitre some German positions and having brought back very useful information. On my way back to our trenches, I came across one of our wounded, who had been lying there for two days. I decided first to go and give the account of my mission, and then returned to pick up the wounded man, under hot fire of the German machine guns, which, happily, did not touch me. The wounded man was in open ground, between the German trenches and our own, and it took me an hour to bring him back to safety."

Prior to this brilliant feat, young Bourgeois had won his sergeant's stripes on the battlefield.

ADVISORY BOARDS.

Departments of the Civil Service in Ottawa have elected Representatives and Advisory Boards for the ensuing year as follows:

CUSTOMS: 1A, J. A. Watson; 1B, R. Telford; 2A, J. M. Peaker; 2B, Frank McCallum; 3A, C. J. Mullin.

HOUSE OF COMMONS: 1A, Albert Horton; 1B, N. Robidoux; 2A, E. Fauteux; 2B, A. Glasier; Div. 3, W. Lalonde; Messengers, G. A. Boudreault.

COMMISSION OF CONSERVATION: Departmental Representative, F. C. Nunnick; 1A, Clyde Leavitt; 1B, Oliver Master; 2A, P. M. Baldwin; 3A, Miss N. F. Johnston; 3B, Miss Lucy Hawkins; Messengers, J. Carroll.

FINANCE: Departmental Representative, F. Grierson; Div. 1, S. J. Jenkins; 2A, W. C. Ronson; 2B, C. M. Price; 3A, Miss L. M. Street; 3B, Miss Shore.

INDIAN AFFAIRS: 1A, F. H.

Paget; 1B, E. Jean; 2A, J. W. Shore; 2B, Philip Phelan; 3A, Miss M. M. McIntosh; 3B, Miss A. E. Sleeth; Messengers, W. A. Downing.

INLAND REVENUE: 1A, E. O. Way; 2A, P. E. S. Brodeur; 1B, W. Armstrong; 2B, J. H. Gervais; 3A, C. J. Furlong; 3B, E. Chenier; Messengers, E. B. Bourgeois.

JUSTICE: Messrs. J. D. Clarke, R. F. Harris, A. J. McGillivray, J. E. Narraway, J. J. O'Leary.

LABOUR: 2A, D. J. Halpin; 2B, C. W. Bolton; 3A, H. G. Andrews; 3B, Miss I. G. Macphee.

MARINE AND FISHERIES: 1A, J. G. MacPhail; 1B, A. DeB. Tremaine; 2A, Hope Vere Anderson; 2B, Mark Hillard Hughes; 3A, J. M. Skuce; 3B, Edna Stowe; Messengers, Stephen Wallace.

NAVAL SERVICE: Departmental Representative, F. McVeigh; 1A, J. A. Wilson; 1B, J. A. Rodd; 2A, H. Grignon; 2B, J. O. B. LaBlanc; 3A, T. A. Auclair; 3B, M. E. Kenney; Messengers, T. Ariel.

LIBRARY OF PARLIAMENT: Representative, M. C. MacCormac.

PUBLIC WORKS: 1A, A. K. Kingston; 1B, E. J. Smith; 2B, C. F. Hart; 3B, Mrs. Lemoyne.

RAILWAYS AND CANALS: Departmental Representative, R. C. F. Alexander; 1A, E. V. Johnson; 1B, H. LeB. Ross; 2A, A. M. Dechene; 2B, R. Dorman; 3A, F. W. Addy; 3B, Miss A. F. Grant; Messengers, B. E. Black.

TRADE AND COMMERCE: 1A, T. J. Code; 1B, John Byrnes; 2A, R. E. Watts; 2B, Wm. Dougan; 3A, J. C. H. Pelletier; 3B, Valmore Labelle.

POST OFFICE DEPT.: 1A, W. J. Glover; 1B, H. McGuire; 2A, Austin Bill; 2B, J. H. Ryan; 3A, Geo. Moore; 3B, Norman Barry; Messengers, Hugh Platt.

WOMEN'S BRANCH, CIVIL SERVICE ASSN.: Miss Millar, Post Office Dept.; Miss Dewar, Interior Dept.; Miss Reynolds, Auditor-General's Office.

Correspondence.

We do not hold ourselves responsible for opinions expressed under this heading.

Editors of *The Civilian*:

Dear Sirs,—The officials of the Canadian Patriotic Fund regret to learn that, despite the denial, several months ago, of the rumor that extravagant allowances were being made to the families of commissioned officers, the same rumor is still current.

We have now been requested by the solicitor of Mrs. A. T. Shillington, wife of Lieut.-Col. Shillington, to state that Mrs. Shillington is not in receipt of any allowance from us, has never received any money from us, and moreover, has never applied, or, so far as we have been able to gather, intended to apply for money.

Yours truly,

PHILIP H. MORRIS,
Assistant Secretary,
Canadian Patriotic Fund.

Re Civil Service Stores.

Editors of *The Civilian*:

Dear Sirs,—Complying with your request for a reply to the letter of "Civil Servant" which appeared recently in *The Citizen*, complaining about the signs on the windows of the Civil Service Co-operative stores, I may say that the letter was discussed at the last meeting of the Board of Directors and it was decided that no reply would be made through the daily press as the letter is anonymous and as it was considered that the aggrieved party might have had the courtesy to write to the Board on such a matter.

I consider it, however, a proper subject for a word in *The Civilian*.

"Civil Servant" states: "There has been an obvious attempt to erase the first two words, 'Civil Service,' from one of the window signs at the O'Connor street store." This statement is untrue. What is obvious, however, is

the intent of the writer to throw a brick.

Regarding the Glebe Branch, instructions were given by the Board to have the corporate name of the Association lettered on the doors when the Branch was opened. These instructions, for some reason, were never carried out, but steps are now being taken to have the work done.

The bulk of the Association's trade is with its subscribers to capital, who are almost entirely civil servants. The directors have no fear as to their ability to answer satisfactorily any questions regarding window signs at any general meeting of the Association.

I take this opportunity to say that sales for the month of October constituted a record, and the tonnage of coal handled this season is the largest in our history.

H. T. OWENS,
President Civil Service
Co-operative Supply Assn.

Editors of *The Civilian*:

Dear Sirs,—The suggestion of Mr. W. Vert Webster in your issue of Nov. 12, that the different Departments should form literary and musical societies, should bear fruit. The idea is an excellent one, particularly that phase of it which includes inter-departmental debates.

If the Civil Service only had a large hall of its own where each Department could have a room! That would be the thing.

Yours truly,
LITERATUS.

Editors of *The Civilian*:

Dear Sirs,—The contribution of Mr. J. S. Roe in the last issue, entitled "The Watcher," has, I am sure, been read with much interest by many of your subscribers.

After some of the poetry we have had, this has come as a "fresh breeze." I trust that Mr. Roe will further favour us.

Yours truly,
POETICUS.

OTTAWA ASSOCIATION'S ANNUAL MEETING.

Complete approval of the policy of the officers and executive committee was expressed by the delegates at the annual convention of the Civil Service Association of Ottawa, held on November 16th. The several reports were adopted with approval and all the old officers were re-elected by acclamation.

The reports will be found elsewhere in this issue of *The Civilian*. During their presentation to the meeting, explanation was made that the slight falling-off in membership was due to so many men enlisting and to the lack of organization in the Department of Agriculture. It was also announced that the Department of Mines, which has always been difficult to organize, was already in line for 1915-16.

In addition to the subscriptions to funds given in the report, the Department of Militia and Defence gave \$268 and the Geodetic Survey \$28 to the Cliveden Hospital and the Library of Parliament \$25 to the British Red Cross. A subscription of \$4 to the latter fund from the Naval Service staff was wrongly credited to Marine and Fisheries.

A unanimous resolution instructed the incoming executive to take up organization of the service for a Patriotic Fund collection if a new general appeal is made.

President Todd explained to the meeting the character of the work carried on by the sub-committees on the Civil Service and Superannuation Bills and showed how, by the detection of trifling changes and "jokers," the true effect of these measures, if enacted into law, could now be fully anticipated. When the bills come up again, the Association will be able to present a very searching criticism.

No name but that of Walter Todd was mentioned for the presidency. Messrs. Billings, Goodspeed and MacCormac declined nomination for the

vice-presidencies and Messrs. Coats and Drake were returned to office. Secretary O'Connor and Treasurer Baudry were also re-elected by acclamation.

AS OTHERS SEE US.

The Civilian re-prints with no small satisfaction the remarks of "Diogenes," of the *Vancouver Province*, who recently discovered this journal within the wide circle of his lantern's light. He says:

"Someone has sent me a copy of a small and interesting magazine called *The Civilian*. It is a fortnightly journal de-



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Use Eddy's
Matches

voted to the interests of the Civil Service of Canada. I am honoured by the fact that *The Civilian* quotes some remarks of mine on the summer attire of our Vancouver postmen, although it does not give me credit for them. The magazine seems to be run on bright and breezy lines. One of the interesting things it records is that at the National Assembly of Civil Service Commissions gathered in Los Angeles last June, a representative of the Dominion was welcomed there in the person of Mr. William Foran. Furthermore, it is gratifying to note that Mr. Foran was successful in capturing the next assembly for Ottawa. *The Civilian* is exceedingly patriotic, it stands for promotion by merit, and against promotion by pitchfork. It contains some very fair verse and is creditably printed."

OTTAWA POSTAL CLERKS' BALL.

The Racquet Court will, on the 30th November, be the scene of an event which should prove of great interest and well worthy the patronage of the members of the Civil Service generally, namely, the ball to be held under the auspices of the Ottawa Postal Clerks' Association.

It is the hope of the committee that sufficient money will be raised in this way to permit their amalgamation with the Dominion Postal Clerks' Association. This

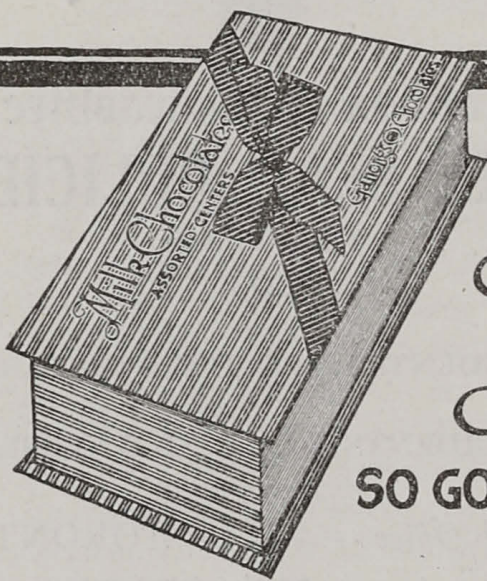
amalgamation has been delayed owing to the many calls upon them since the outbreak of hostilities to which they have responded most loyally.


The hearty co-operation of the Civil Service is requested.

WILL TAKE PICTURES.

Lieut. P. E. Doncaster, Assistant Engineer, Department of Public Works, New Westminster, B.C., was the recipient of a handsome pocket kodak, on the occasion of his departure for the front with the 47th Battalion, C.E.F. The presentation was made by Mr. C. C. Wersfeld, Resident Engineer, on behalf of the Engineer's and Agents' offices at New Westminster. Lieut. Doncaster expressed the great pleasure he felt in accepting this evidence of good feeling from his fellow workers and promised to send the boys some views of Constantinople and Berlin.

Is your loyalty for the house, or just for the job? Think it over.



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Milk Chocolates
ASSORTED CENTERS
SO GOOD - IT WILL BE YOUR FAVORITE
Ganong's  Chocolates

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Personals.

Captain C. T. Knowlton, commander of the fishery protection service steamer *Gulnare*, has severed his connection with that service to accept the position of superintendent of car ferries. Captain Knowlton has had a long and honourable career in the Marine and Fisheries and fishery protection service, being at the time of his retirement the senior captain of the service, his services extending over 28 years, during which he commanded some of the crack clipper sail cutters of the service and later commanded the steamer *Canada*, on both of which were trained the first batch of "middies" to enter the Imperial navy from Canada, all of whom are now officers on H. M. ships. As a fishery protection officer, Captain Knowlton was a terror to evil doers. Since the outbreak of the war he has rendered splendid service on the *Gulnare*, performing duties of responsibility on the Nova Scotia coast. Captain Knowlton enters upon his new duties at once. His many friends will be pleased to hear of his well-deserved promotion.—*Halifax Herald*.

Mr. Ernest F. Jarvis, of Ottawa, Assistant Deputy Minister of Militia, and Mrs. Jarvis, who have been visiting in Charlottetown, the guests of Dr. George Warburton and Mrs. Warburton, left on return to Ottawa this morning. Mr. Jarvis is a brother of Mrs. Warburton.—*Charlotte-town Patriot*.

Mr. Robert Fitzgerald, Waterford, P.E.I., has joined the Civil Service at Ottawa.

Mr. Jas. B. Hyan, formerly District Engineer at Charlottetown, with the Department of Public Works, and now Consulting Engineer in that Department, with his family, has taken up his residence at his old home in St. John. Mr. Hyan's youngest son, Allan, is in training at Charlottetown with the Second Battery, P. E. Island Siege Artillery, C.E.F.

Obituary.

Sarah A., widow of the late Dr. William Saunders, founder of the Dominion system of Experimental Farms, died at London on November 11th, in her eightieth year.

George L. Chitty, of the Department of Indian Affairs, whose favourable progress towards recovery was noted in the last issue of *The Civilian*, suffered a relapse which proved fatal. He was seventy-six years of age and had been in the Department for twenty-two years.

Clark Hamilton, ex-Collector of Customs of Kingston, a position which he held for twenty-six years, is dead. During his earlier days he was engaged in steamboating and in 1860 on the occasion of the

visit to Canada of the Prince of Wales, afterward King Edward, was captain of the *Kingston*, which carried the Royal party on their voyage down the lakes and river.

Charles James Tasher, for thirty-three years in the employ of the Department of Finance, died on November 15th, aged eighty-three years. He was born in England and came to Canada in 1869. Two sons survive him.

OTTAWA CIVIL SERVANTS' RECREATION.

The Laurentian Skating Club, which was organized last year, principally among the Civil Service, has again begun activities with the approach of the winter season. Although not entirely a Civil Service organization it may be said to have begun its career under the auspices of the Civil Service Recreation Club, whose Secretary, Miss Ina Blackburn, was responsible for its origin and is now its President.

The Laurentian Club was organized with the idea of bringing figure skating within the reach of enthusiasts who for various reasons had not hitherto been able to indulge in this essentially Canadian sport. The Club gives the advantages of competent instruction, convenient hours and a very reasonable fee. The instructor last year was Mr. Saron, instructor at Government House, and it is expected that his services will again be secured this season. The fees have been fixed this year at five dollars and a one dollar initiation fee.

Those interested can obtain full information from the Secretary, Mr. Haldane Cram, of the Irrigation Branch of the Interior Department.

REALIZATION.

Crawford — What do you think would happen if we could see ourselves as others see us?

Crabshaw—As far as the women are concerned, they would probably put on more clothes.

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The Black Hat has been superseded by the White!

THERE is no compromise, no half measure. White's the thing in Millinery. It rages in New York like a snow storm, and Fifth Avenue is an animated drift. And such pretty Millinery it is as Murphy-Gamble has produced it. Small hats of divers shapes that fit the head as perfectly as a Frost Queen's crown. Just the proper headgear for the capital city of "Our Lady of the Snows." It is evolved from White Velvets, Hatter's Plush, and Satin Antique, just as the Black hats of the Autumn were when the Sable King ruled the Millinery chess board. Fur is an all-important factor in the trimmings. One sees borders, bands, tufts and pompoms of tail-less ermine where the monotone prevails. Fans, Wheels and borders of White corded ribbon shaped like the petals of a flower or the rim of a crown, and mingled with ermine tails distinguish some examples. The most exquisite French flowers in the Watteau colorings nestling among the ermine remind one that roses sometimes, in our northern latitudes, bloom amid the snow. Wasps and beetles, in gold or silver beads or metallic flitter, contribute to the summer time illusion. Sharp notes of contrast are supplied by the use of heads of Black Fox and Lynx on some models. One example of this method of trimming shows a double head of fox surmounting the centre of a crown. This dual head was the sole adornment, and a very unusual, artistic study in Black and White that hat was. Many of the models remind one of the clever sketches produced in leading periodicals and magazines, quite apart from fashion journals, and prove that while artists are not milliners, milliners must be artists.

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THE POSTAL JOURNAL

VOL. I.

NOVEMBER 26, 1915

No. 4

*Edited under the auspices of
The Postal Clerks' Association of the Dominion of Canada.*

Executive Board of the Postal Clerks' Association.

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The Association Aims.

1. To obtain for all Post Office clerks one day in each week for a day of rest.
2. To impress upon the Government our desire that eight hours shall constitute a day's work, such eight hours to be completed within twelve hours and to consist of not more than two attendances.
3. That seven hours constitute a day's work between the hours of 10 p.m. and 7 a.m.
4. To obtain time off for all overtime worked or payment in lieu thereof.
5. To secure equal conditions for all Post Office clerks, whether employed in semi-staff or city offices.
6. To abolish, by any and every means in its power, the patronage system, at the same time bringing all possible pressure to bear upon the Government in order to obtain the adoption of the merit system throughout the entire Civil Service.
7. To secure, as a reward for merit and long and faithful service, the higher positions in the Postal Service, knowing that such positions can be filled more advantageously from the rank and file of the service than by the appointment of individuals having no knowledge of Postal work.
8. To stimulate and foster organization among Post Office clerks, believing, as we do, that by this method only is it possible to obtain justice at the hands of the Department and equal rights for all.

"FOR UNTO EVERY ONE THAT HATH SHALL BE GIVEN."

Where is there an individual who has not spent many futile hours in pondering over the injustice, or otherwise, of the above phrase? He may have been thinking of the wealthy individual who, being born of wealthy parents, has never done an hour's real work in his life, in short, one of the non-producers of the world, or possibly he may have been thinking of the individual who, through influence, has dropped into a soft job, carrying with it a handsome remuneration with bright prospects for the future. In this case it is not hard to guess how he would sum up this

phrase in his mind. Strange as it may seem, one's thoughts rarely connect the same phrase to a man, or woman, who by sheer hard work and attention to business has gained a position in life above that of the ordinary individual. In such cases, when a good deal has netted a sum worthy of notice, or when an unexpected windfall in the matter of increased salary comes along, the comment heard on all sides is, "Well, he only got what was coming to him." "Unto every one that hath"—how true this is we all know, for is it not the fundamental law governing the actions of all wealth distributors, be it their own or their employer's. Take for example the millionaire. He has to give away a cer-

tain sum each year; it is expected of him. How does he give it? Always bearing in mind another scriptural passage, viz: "Let your light so shine before men," etc., to which he puts a worldly meaning, he gives a large sum to a library or perhaps to an educational institution, thereby getting a whole column devoted to himself and his good deeds in the daily press. This same individual would feel little compunction in having a starving man or woman arrested for begging whose weak voice had been raised to him in supplication, asking for the price of a meal. Then take the case of the superintendent or manager of a large company who has the power to fix the wages or salaries of the employees of the company. An increase of from \$100 to \$500 per annum may be readily granted to an assistant manager, chief clerk, departmental manager, etc., yet let the poor labourer, receiving the handsome remuneration of 18 cents per hour, have the audacity to ask for an increase of one or two cents per hour and he is told that he should be content with what he is receiving; if not, he had better look out for another job. Perhaps this labourer is doing all that he possibly can do to prove himself worthy of his hire and perhaps he has a wife and family to support, yet what does it matter to the manager who knows that he can get another man at the same price? The state of the labour market fixes the minimum and maximum wages which the manager is prepared to give and while this market remains overstocked wages will inevitably be low. Human sentiment very rarely influences the action of the money magnates. Some of the managers of the large business firms, whose salaries run into five figures, can more easily obtain an extra thousand out of the directors than the labourer can obtain even an increase of one cent per hour from the manager. Talking about the labourer reminds us of the case of the clerks (lower down) in the Civil Service. Take, for instance, the case of the Post Office clerk. He starts at the minimum salary of \$600 per annum, rising by increases of \$100 until he reaches the first fence, viz: \$800. If he can jump this he has another fence or obstruction to face at \$1,000, then another at \$1,200, which allows him to reach the \$1,400 mark, after which the barriers are more severe and almost insurmountable. Although \$1,800 is generally considered to be the maximum it would be far more truthful to place the figure at \$1,400. A glance at Chapter 14, Appendix No. 11, of the Civil Service Act, will explain the reason. This maximum of \$1,800 is really a cheap advertisement for the Service as so few people understand it; even a large percentage of those at

present in the Service fail to give the matter a single thought. You will therefore see that two increases of \$100 each is the limit that a clerk can receive without obtaining promotion to a higher grade.

Now, let us take a glance at the position of the favoured few. First, the assistant postmasters at the three largest offices in Canada. The minimum salary in these cases is \$2,800, the maximum \$3,500, annual increases of \$100 for seven consecutive years with no obstacles in the way. Case examiners, \$1,800 to \$2,200, four annual increases of \$100. Assistant post office inspectors, \$1,800 to \$2,500, or seven annual increases of \$100. Superintendents of the Railway Mail Service and Post Office superintendents, the same. So it is with all the higher positions. Now, if these individuals who are filling these positions can, without question, receive annual increases of \$100 for from four to seven years in succession, why cannot the man at the bottom of the ladder rise to at least \$1,000 without having such obstacles as grade promotions placed in his way? Surely, if he passes all the necessary examinations and is recommended for the promotion by his superior officers, that is all that should be required of him and he should go ahead to the next stage. Yet we know of many such cases that are being held up at the first fence. It is useless to ask for an explanation for no explanation can be given. The expenses entailed in the ordinary manner of existence in this world, for either clerk or labourer, especially if they be married and have a wife and family to support, are at all times as high, and in many cases higher, than the expenses of the man in receipt of thousands, for work creates an appetite and also wears out clothes. How often does the more fortunate individual give a thought to the circumstances of the man below him? Like the millionaire and the big manager he prefers to study more pleasant subjects. If men were all paid strictly on their merit what a tremendous shuffling of the cards there would be. Then, we would very seldom think of the phrase with which this article opens unless it were altered to read: for unto every one that hath shall be given, according to the measure that he giveth in return.

TORONTO POST OFFICE DEPT. GENEROUS.

That the men and women of the various branches of the Post Office Department in Toronto measure up to the high standard of liberality set

them by other civil servants, is shown by the following letters:

Toronto, Nov. 4, 1915.

W. B. Rogers, Esq.,
Postmaster, Toronto.

Dear Mr. Rogers,—The cheque for \$980, the amount of subscription towards the British Red Cross Fund, from the Toronto Post Office, Inspector's Office and Chief Superintendent's Office, has been received. It is most gratifying to me personally, as Honorary Treasurer, and to the members of the Committee to receive such a splendid subscription from your officers.

Yours very truly,
(Sgd.) E. B. OSLER,
Hon. Treasurer.

Toronto, Ont., Nov. 3, 1915.

W. B. Rogers, Esq.,
Postmaster, Toronto.

My Dear Mr. Rogers,—Our Committee is delighted with the splendid cheque we have just received from you. I have handed it over to the Honorary Treasurer, Sir Edmund Osler, who will acknowledge it in due course, but I would like personally, through you, to thank your staff for their great liberality. The cause is worthy and our people generally have responded heartily, but I do not know of any spot where greater service was rendered or more substantial interest shown than in your branch of the Government service.

Please convey to the staff of the Toronto Post Office, Post Office Inspector's and Chief Superintendent's staffs, our sincere thanks for what they have done.

Yours faithfully,
(Sgd.) J. W. WOODS.

P.S.—The various departments under civic control, without any exception also rose to the occasion. Your example should be an inspiration to all of us.—J. W. W.

CHRISTMAS PRESENTS FROM REGINA P. O. FOR PALS AT THE FRONT.

A well attended meeting of all the employees of the Regina Post Office was held on Sunday, November 7th, with Postmaster J. Nicoll in the chair.

Mr. Nicoll stated that the meeting had been called for the purpose of deciding what action the employees wished to take with regard to the sending of Christmas presents to those members of the office who were now on active service.

The idea of sending presents to the members of their respective branches had been mooted by the Regina branches of The Postal Clerks' Association of the Dominion of Canada and The Federated Letter Carriers' Association, but it was decided that better results would be obtained by the two branches uniting on this occasion, working together and sending a Christmas present to every member of the Post Office now on active service, irrespective of what association he belonged to. On motion, it was decided that every employee of the office should contribute toward the presents fund a sum of not less than one dollar, and by this means it will be easy to obtain a sum sufficiently large to enable every man from the Regina office now at the front to receive a good and suitable Christmas present from the pals he left behind.

The following were elected a committee to deal with the matter in the most suitable way: Postmaster J. Nicoll; Messrs. Wild and Bell (representing the carriers), and Messrs. Gardner and Cameron (representing the clerks).

Every employee in the Regina office has signified his intention of subscribing to this Christmas present fund, and the best wishes of every man in the office will go along with the parcels to the boys at the front on Christmas morning.

BRANCH NOTES.

Calgary.

The monthly meeting was well attended and the business disposed of at an early hour, there being nothing out of the ordinary to discuss. It was decided that, owing to the conditions at present prevailing, no Christmas cards would be printed by this Branch this year.

Mr. Soady, of the Lethbridge Branch, was an interested visitor, and later in the evening an interesting one.

At nine o'clock the entertainment committee took charge and much credit is due them for the pleasant evening that followed. Refreshments were served, cards indulged in and among those that enter-

tained were Messrs. Soady of Lethbridge, 82nd Battalion; Webster, Army Medical Corps; Boothman, Sims, Speechley, Goode, and others. During the evening Mr. Goode, on behalf of the association, in his usual breezy manner, presented Harold Webber with a dinner and tea service in commemoration of his wedding.

Calgary P. O. clerks and letter carriers combined have to date 53 on active service and are donating approximately \$2,400 per year to various patriotic causes.

Good luck to Messrs. W. Brown, Pollock, F. Brown, Hamlin, and Haggett, all recently having joined the 82nd Battalion. B. Cheeny, a porter in the local office, has also donned the khaki. Good luck to him too.

Edmonton.

We lost the valuable services of one of our Executive when Mr. V. P. Hawgood left last week for active service with the Pioneer Regiment stationed at Winnipeg. Mr. Hawgood carries with him the very best wishes of the members of this Branch and all hope to see him return to take up the work in which he participated for the furthering of the cause of the Association.

We held an enjoyable smoker on the evening of Nov. 4th, in the Alexander Block. The chair was ably taken by H. D. Talbot, Esq., President of our Branch. A first class entertainment was provided and for two hours the company were royally entertained by talented artists who were in the main P. O. boys. Every item on the well filled program was fully encored and the following artists provided enjoyable selections: E. H. Coussens, piano; Mortimer Johnson, violin selections; J. A. K. Turner, banjo selections; Messrs. Surtees, Mitchell, Schroeter, Turner and McCluskey, songs, and Messrs. Kennedy and Phelan, recitations. The singing of the National Anthem brought the "good time" to a close.

The entertainment committee is to be congratulated upon the splendid success of our first smoker of the season. From a financial point of view, it augurs well for the future.

Moose Jaw.

The annual general meeting of this Branch was held on the 9th inst. The following new officers were elected: President, Mr. T. A. White; Vice-president, Mr. H. S. Bell; Secretary, Mr. W. G. Baxter; Treasurer, Mr. J. H. Jackson.

Regina.

Art. Child and Mert. Stewart are beginning to talk hockey again. There is good talent in the office and the team will soon be organized. Our place in the Regina Commercial League was second last year and only two games went against the P. O.

team. Hopes are running high that we may pull out on top this season.

We have heard a rumour that the members of this branch are falling over themselves in their rush to take up subscriptions for *The Civilian* and "Postal Journal." For confirmation of this rumour ask Percy.

One item of business for the next meeting is the appointment of an entertainment committee. The boys are looking forward to a repetition of last winter's good times. Come along you dancers.

To those attending the next convention: As you say, Regina is not strong on scenery, but—Oh! you bunch.

Victoria.

Word has been received recently from F. A. Goddard, who joined the Canadian Postal Corps last July. Having spent six weeks at the Mount Pleasant Post Office, London, England, he is now serving in France.

On Oct. 29th a card social was held in the A. O. F. hall, Sergeant Adams, President, in the chair. In spite of it being a very wet night a good number were present. Cards interspersed with some good rollicking songs were the order of the proceedings and, needless to say, everyone who wished indulged in the "obnoxious weed" or the juicy pipe or the fat cigar. At a late hour a most enjoyable evening was closed with the singing of the National Anthem. It is the intention of the social committee to hold these socials throughout the winter months. A fee of ten cents will be collected from each member and this money will be spent to provide comforts for the members of our Branch now at the front.

There is an item of no small importance that must not be left out of the news from this Branch, viz, that on Labour Day last, Mr. Charlie Brigden, "one of the boys," joined the noble order of Benedicts, being married at St. Mark's church. The honeymoon was spent visiting the Sound cities. This branch of the Association wish Mr. and Mrs. Brigden many years of unalloyed happiness. Also most sincere congratulations are accorded Mr. Jack White, who has just announced his engagement. These gentlemen, and rumour whispers there are others, if they cannot join in fighting abroad, certainly do not intend to miss any chances at home.

Mr. Frank Corrin, after an operation for appendicitis at St. Joseph's Hospital, returned to the office again last FMonday, having been away for two months, and is now able to fulfill his arduous duties as well as ever. Mr. Harold Humber also paid a visit to the St. Joseph's Hospital and took up his position immediately op-

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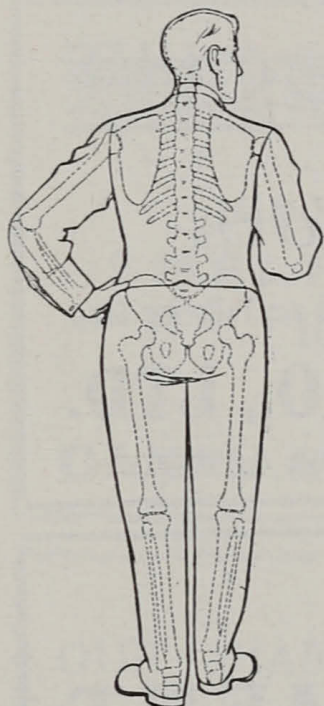
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PELLISSON—vous êtes certain
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plus agréable de tous les Brandy
et il ne vous en coûte pas plus.

ENGLISH.

FRENCH.

E. A. D. WILSON,
Public Stenographer.

Queen 125.

33 Metcalfe St.

posite to Mr. Corrin's room. However, we are glad to say he was there for a very short time.

EFFICIENCY.

J. R. Cook, of Chicago Civil Service, defines the term in a recent address:

"Efficiency is the spirit of progress, the means to an end, the production of a desired result by means of a short route. Employing an improved plan to curtail the expenditure of money; making more effective some plan by a change of method; in short, where the better ways of doing things prevail there is efficiency. No rule establishing a relationship between efficiency and age can be set up, as increasing years add to a man's experience while they may decrease his vigor."

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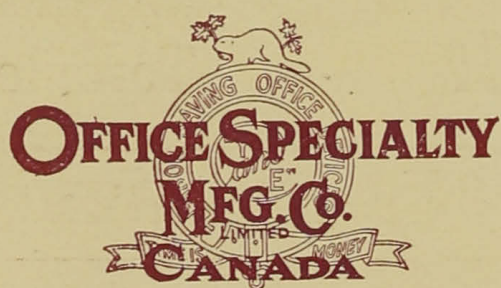
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